

FLASH FROM 4500

Walt Disney World

April 28, 1972

SERVICE TRADES COUNCIL UNION
RECOGNIZED BY WALT DISNEY WORLD
TO REPRESENT ALL PERMANENT
OPERATIONS-SERVICE EMPLOYEES

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On Saturday, January 15, and Sunday, January 16, 1972, a union authorization card count was conducted under the direction and supervision of Dr. James C. Vadakin, Professor of Economics and Industrial Relations, University of Miami, an impartial arbitrator. Results of this union authorization card count showed that of the 4,438 permanent employees in the Operations-Service Unit, the impartial arbitrator certified 2,290 valid, signed authorization cards for the Service Trades Council Union, which was 70 more signed cards than needed for a majority.

Although this card count gave the Service Trades Council Union the immediate right to bargain for the Operations-Service permanent employees, charges were filed with the National Labor Relations Board by another union protesting the card count. These charges were recently withdrawn by the protesting union with the approval of the National Labor Relations Board. As a result of the charges being withdrawn, the Company is required to recognize the Service Trades Council Union for bargaining purposes.

Negotiation meetings have been scheduled to start the week of May 8, 1972, in an effort to reach an agreement on contract language, wages, working conditions, and benefits at the earliest possible date.

Under the labor laws, the Service Trades Council Union representatives are permitted to solicit permanent Operations-Service employees for membership in this union in non-working areas on non-working time. No solicitation, however, of any type will be permitted in the public areas or in the tunnel complex (except in tunnel break areas). Solicitation for union purposes will be allowed only in the non-working areas and on non-working time in parking areas, break areas and lunch rooms.

Membership in a union is a personal matter to be decided by each individual employee. Union membership is not a requirement of employment at Walt Disney World. The membership or non-membership in a union will not in any way affect an employee's relationship with Walt Disney World.

Permanent employees in the Service-Operations Unit job classifications listed below are covered by the negotiations with the Service Trades Council Union:

Advanced Culinary Assistant
Advanced Housekeeping-H/H
Advanced Laundry Assistant
Beverage - H/H
Beverage Preparation-H/H
Car Care - Host
Car Care - Host, Sr.
Costume Specialist
Culinary Assistant
Culinary Helper
Custodial - H/H
Floor Lady
Food & Beverage Assistant
Food & Beverage Captain
Food & Beverage - H/H
Food & Beverage Service - H/H
Food & Beverage Steward
Hospitality - H/H
Housekeeping - H/H
Laundry Assistant
Laundry Helper
Sales - H/H
Sales Specialist
Steward
Table Lady
Walt Disney World - H/H
Wardrobe - H/H
Advanced Steward
Stage Operator

If you have any questions, feel free to discuss this matter with your supervisor.

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